

Legal

What legal professionals are asking to be paid, and how to hire them before you need them.

\$82K

Typical ask for a Paralegal

22%

Are looking for growth or a next step

76%

Would work fully in the office

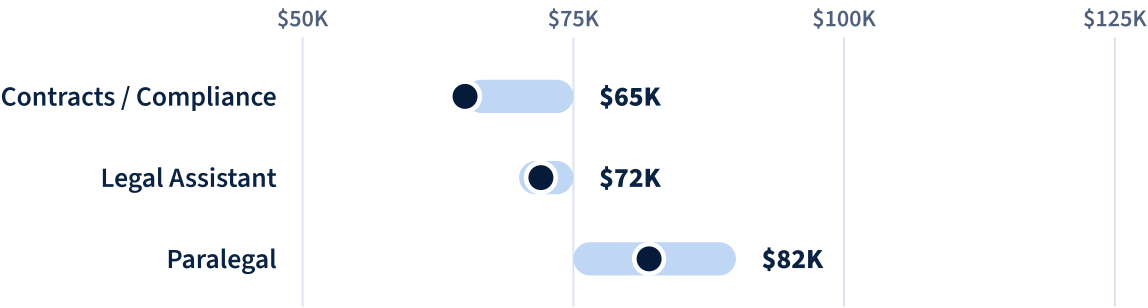
92

Candidates behind this guide

Built from 92 NorthPoint Search Group candidate questionnaires and job applications (January 2025 – October 2026) and U.S. Bureau of Labor Statistics data.

What they're asking to be paid

Desired base salary, from 40 candidates who told us what they want in their next role. The bar is the middle half of answers. The dot is the typical ask (the median).



The lowest salary people say they'd accept sits close to what they ask for. A Paralegal asking \$82K says the floor is about \$75K. There isn't much room to come in low.

TITLE	ANSWERS	MIDDLE HALF	TYPICAL ASK	LOWEST THEY'D TAKE
Contracts / Compliance	5	\$65K – \$75K	\$65K	—
Legal Assistant / Secretary	5	\$70K – \$75K	\$72K	—
Paralegal	30	\$75K – \$90K	\$82K	\$75K

Government numbers for comparison

Median annual pay, metro Atlanta, May 2025 (BLS). These include every experience level, so they can run lower than what experienced candidates ask for.

Lawyers	\$138,210
Compliance officers	\$72,810
Paralegals and legal assistants	\$64,080
Legal secretaries	\$60,100

How to read this

Asking pay is base salary only, before bonus and benefits. Titles with fewer than 5 answers aren't shown. About 39% of candidates who gave a location are in Georgia; the rest are spread across the U.S.

WHERE THEY'LL WORK

Most will come to the office

From 38 candidates. They could pick every setup they'd accept.



76% would work fully in the office and 74% would work hybrid. You don't need a remote job to hire well here.

TURNOVER

How often people leave

Departures per 100 jobs in a year (all separations, 2025), from the BLS Job Openings and Labor Turnover Survey.



How long people stay

Median years with their current employer, January 2026 (BLS).

Legal occupations	4.3 years
All occupations	4.1 years

What that means for a team of 10

At professional services employers, a 10-person legal team sees 5 or 6 departures a year. At the average private employer it's about 4. Either way, most of those openings are predictable.

A year is 12 times the average monthly rate. It counts departures, so one seat can turn over more than once.

WHAT TO DO

Five ways to hire better this year

1. Price to the ask.

Put the middle-half range for the role in your job post. Candidates' floor is close to their ask, so low offers lose people.

2. Sell the path, not just the pay.

22% are looking for growth. Show the next title, who they'll learn from, and what they'll own.

3. You can ask for the office.

76% would work fully in the office and 74% would work hybrid.

4. Screen for your system.

Ask about your practice-management and e-filing systems up front. Train the rest.

5. Build the bench before you need it.

Turnover is predictable. Keep a short list of ready people behind every seat so the next resignation is a phone call, not a crisis.

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METHOD AND SOURCES

Pay, reasons, work setup and software come from screening questionnaires and job applications that candidates completed for NorthPoint Search Group between January 29, 2025 and October 1, 2026: 92 people, newest form per person. Pay figures are desired base salary for the titles shown; the middle half is the 25th to 75th percentile, rounded to \$500. Groups with fewer than 5 answers are left out, and no individual answer is shown.

- BLS Job Openings and Labor Turnover Survey, 2025 annual averages (released March 13, 2026), Tables 20 and 22.
- BLS Employee Tenure, median years with current employer by occupation, January 2026, Table 6.
- BLS Occupational Employment and Wage Statistics, May 2025, Atlanta-Sandy Springs-Roswell, GA.